

University of New Hampshire Philosophy of Performance Management

The University of New Hampshire is the state's public research university. Our ability to fulfill our mission of educational and research excellence and to contribute exemplary service to the larger community largely rests in the hands of our employees. In recognition that the quality and commitment of the University's workforce is an integral part of overall institutional effectiveness, we seek to make explicit the University's core values regarding performance.

Our philosophy of performance management aims to:

- Achieve the University's strategic goals
- Foster productivity
- Nurture personal and professional development
- Recognize and reward meritorious performance

To support this intention of performance development and performance excellence we aim to create a workplace in which we:

- Recruit and retain a highly skilled, diverse, and highly productive workforce.
- Create a positive, collegial, inclusive, and welcoming work climate.
- Nurture a commitment to the continuous improvement of individuals, teams and units as well as the overall University.
- Align employee efforts with larger University goals in order to support the fulfillment of the University's Academic Plan.
- Employ a consistent, fair, participatory and user-friendly performance management process. This includes taking corrective action when job performance standards are not met.
- Encourage timely and meaningful communication between supervisors and employees regarding expectations and feedback.
- Help the University to invest its energy and resources wisely.

Our performance management process is the foundation upon which our workplace environment is built. Our assumptions about performance management are that it:

- Is a planned, purposeful activity designed to benefit the individual employee as well as the University.
- Is intended to create a climate in which employees are valued, motivated and recognized for their contributions; and in which they are treated in manner that is fair, consistent, and in alignment with USNH policies and practices.
- Defines and helps to achieve excellence in the workplace.
- Considers performance appraisal outcomes in determining employee eligibility for merit increase, bonus awards, promotion, and other actions.
- Requires ongoing communication between and engagement from both employees and supervisors.
- Holds both employees and supervisors accountable for their role in this process including timely, thorough completion of written performance appraisals.